

## **About Comprehensive Soldier & Family Fitness**

### **What is Comprehensive Soldier & Family Fitness?**

Comprehensive Soldier & Family Fitness (CSF2) is a long term strategy that better prepares the Army community - including all Soldiers, Family members, and the Department of the Army Civilian workforce - to not only survive, but also thrive at a cognitive and behavioral level in the face of protracted warfare and everyday challenges of Army life that are common in the 21st Century.

The program, based on 30-plus years of scientific study and results, uses individual assessments, virtual training, classroom training, and embedded resilience experts to provide the critical skills our Soldiers, Family members and Army Civilians need.

Conceptually, while CSF2 is largely focused on training skill sets, it also delves into root causes of emotion, thought, and action - what psychologists refer to as "meta-cognition". With this in mind, CSF2 serves as a programmatic first step towards training members of the Army community to understand how and why they think a certain way. Once people begin to understand this, they are best postured to change their thoughts and actions to strategies that are positive, adaptive, and desirable for both the person and the Army.

### **Why does the Army need Comprehensive Soldier & Family Fitness?**

The Army needs resilient members of the Army community. Resilience, or the ability to bounce back from stress and trauma, has been a hallmark of the American Soldier for more than two centuries. Nevertheless, we cannot ignore the fact that our Army has been at war for nearly a decade, that many members of our community have multiple combat deployments, and these deployments have not only taken a toll on Soldiers, but have also taken a toll on the Family members left behind and the Department of the Army Civilians who support them in theater and at home. We are committed to a true prevention model, aimed at the entire force, which will enhance resilience and coping skills enabling them to grow and thrive in today's Army.

### **Will Comprehensive Soldier & Family Fitness prevent suicide?**

Perhaps, but we simply cannot answer the question yet because CSF2 is a relatively new program and we do not have enough data to analyze at this time. As reported in the recent [Army Health Promotion, Risk Reduction, Suicide Prevention Report 2010](#), suicide is a very complex topic and there are many reasons why people make the tragic decision to commit suicide. Given enough time and enough data, we may learn that CSF2 helps those who contemplate suicide.

For example, we know from research on suicide that many survivors of suicide attempts report that a particular event - such as the loss of an important personal relationship - can cause them to fixate on the

loss. Most people find a way to move past the loss. However, in serious cases, this fixation results in a downward spiral of thinking that leads some people to believe that they cannot be happy ever again without that relationship, that the world is better off without them, and that the only solution before them is suicide.

CSF2 is another tool in the toolkit to prevent suicide - the CSF2 program offers skill-based training that teaches people to avoid the catastrophic thinking that leads to a downward spiral, provides them with skills to identify the positive things that are present in their lives, and provides them with skills that helps keep the negative things in the proper perspective.

### **Will Comprehensive Soldier & Family Fitness prevent PTSD?**

Perhaps, but we simply cannot answer this question yet because CSF2 is a relatively new program and we do not have enough data to analyze at this time. It is possible that the training provided in the CSF2 program could be used to limit the negative impact of stress and trauma that might otherwise lead to PTSD, but we believe that this would likely depend on the severity of the stress and trauma, how effectively the person employs the training, and other factors.

### **Will Comprehensive Soldier & Family Fitness cure PTSD?**

No, Comprehensive Soldier & Family Fitness will not cure PTSD. Post-Traumatic Stress Disorder is a recognized medical condition, and there are several medical treatments for PTSD - CSF2 is not meant to be one of those medical treatments for PTSD.

The material taught in the Comprehensive Soldier & Family Fitness program can help provide beneficial cognitive strategies for those who have been diagnosed with PTSD, and these strategies may positively impact how the patient approaches a doctor-approved medical treatment for PTSD. However, CSF2 is not a medical program designed to treat PTSD. The Army employs various medical treatments for PTSD, and those treatments are resourced and managed by the Army Medical Department (AMEDD).

## **About the Global Assessment Tool (GAT)**

### **What is the GAT?**

The GAT is a web-based survey instrument used to assess the dimensions of emotional, social, spiritual, and family fitness. Developed by subject matter experts from the military and civilian universities, the GAT is comprised of 105 questions (Soldier, DAC) or 85 (Family) and takes approximately 15 minutes to complete. The vast majority of the questions included in the GAT were drawn from existing surveys that were published in peer-reviewed scientific journals; this was done to ensure that the questions actually measured what they are meant to measure. The GAT is currently designed to assess four of the five dimensions of strength: emotional, social, spiritual and family. In an effort to more completely address the World Health Organization's definition of health as a state of complete physical, mental, and social well-being, a future version of the GAT will also assess the physical dimension.

### **Is the GAT mandatory?**

Completing the GAT is an annual requirement for Soldiers and deploying DACs. Completing the GAT is currently optional for non-deploying DACs and Family members, however, we highly encourage that you take the GAT because doing so is the gateway for helping you become more resilient.

### **Who may take the GAT for Family Members?**

Any family member who is registered in Defense Eligibility Enrollment Reporting System (DEERS) may take the GAT for Family Members, but the primary audience for the GAT for Family Members is spouses.

### **How do Soldiers, Family members, and Department of the Army Civilians get access to the GAT?**

Please visit <https://www.sft.army.mil> (Soldiers) or <https://www.sft.army.mil/civilian> (DA Civilians) to take the GAT. You will need to log in using your CAC card or your Army Knowledge Online (AKO) username and password.

There are two methods for family members to get access to the GAT. First, access is granted through the Army Knowledge Online using their assigned user name and password. However, this method requires that their service member sponsor them into AKO. Instructions for sponsoring a family member in AKO are [located here](#).

Second, access is granted via an alternate method where a family member signs up for access to the GAT. Here, family members provide basic information that is confirmed against the DEERS database, and the system then provides a user name and password that will grant access to the GAT. This

alternate method does not require service member sponsorship. Visit <https://www.sft.army.mil/sftfamily/> for access.

### **How often may I take the GAT?**

You may retake the GAT every 90 days. However, the Comprehensive Soldier & Family Fitness office recommends that you complete as much of the offered resilience training as you can before taking the GAT again.

### **What does the GAT measure?**

Most of the questions on the GAT are focused on psychological "states" that are fairly malleable - with training, you can actually improve or change in these areas. The GAT focuses much less attention on "traits" that are much less malleable and are harder to change, if they can change at all. With this in mind, the GAT measures:

- Psychological strengths
- Catastrophic thinking/cognitive flexibility
- Good/bad coping strategies
- Spiritual fitness (not religiosity)
- Quality of friendships/loneliness
- Optimism
- Work engagement
- Social factors (trust, engagement with others)
- Depression
- Family fitness
- Positive/negative affectivity

### **Who sees my results?**

Only you see your results because the GAT is a self-awareness tool. Family members, please properly secure your user name and password.

### **What are the results used for?**

For you. Your results should be used for self-awareness purposes. Stated another way, your GAT scores give you an accurate snapshot of particular areas of strength and areas for improvement related to resilience. Developing human resilience is a life-long process, and there's never an "end point" or "final

objective" because people can always improve. With this in mind, we recommend that you initially focus on those areas that need the most improvement according to your GAT scores, though ultimately how you interpret the results is left to you.

As outlined on the first page of the GAT, CSF2 may use your results - averaged with responses provided by other people - for program evaluation purposes. If so, all Personal Identifiable Information (PII) is removed from the analysis record to ensure that there is no way that an analyst can link a particular question response back to you. Likewise, CSF2 may use your de-identified responses - again, averaged with responses provided by other people - to prepare reports for the Army's senior leadership or the scientific community about resilience trends within the Army or to report on the effectiveness of CSF2 at building resilience across the Army.

### **What do my results mean?**

Above all else, you should view your results as an indicator of where you are strong and where you can improve should you choose to do so. We recommend that you next complete the Comprehensive Resilience Modules, though we remind you that all modules are optional. Likewise, we recommend that you participate in classes led by unit Master Resilience Trainers.

### **I took the GAT and scored low. Does this mean I have PTSD or some other form of psychological problem? Does it mean I am somehow "unfit"?**

No, a low score on the GAT does not mean you have PTSD or some other form of psychological problem. Likewise, it does not mean that you are "unfit." Generally, low scores could mean one of four things:

First, a low score likely means that you have a lot of room for improvement in one or more of the dimensions of human health and resilience (social, emotional, spiritual, or family). It is not uncommon for a person to have a low score in one or several of the dimensions if they respond truthfully to the questions on the GAT. With this in mind, the intent is not to get a "good" score on the GAT per se, but rather get an honest assessment of your resilience and improve gradually over time as you receive more training via the online Comprehensive Resilience Modules (CRMs) and the classes led by your unit's Master Resilience Trainer (MRT).

Second, a low score might mean that you rushed your responses or did not fully read the questions. Let's face it: Soldiers are constantly rushed for time, it's common to be told that we must complete a training requirement before we can go home for the day, so the easiest thing to do is to simply respond to every question as quickly as possible - often without reading the questions - so we can get a "go" at that station. While this may be true, doing so won't help you. Stated another way, if you rush through the questions, then you are cheating yourself. So, if you fall in this category, wait 90 days, take the GAT again, take your time, and answer honestly. If you want to become a resilient Soldier, then you have to be willing to put in the work!

Third, a low score might indicate that you ought to talk to someone. This "someone" could be someone you trust - a member of your chain-of-command, a friend or family member, or maybe a medical professional. However, we would never suggest that you talk to someone just because you received a low score on a survey. We suggest that you try to determine if the scores really do match what is happening in your life and, if so, then perhaps you can reach out for support. In the end, reaching out to the right person for support will likely only make you stronger.

Fourth, no matter your score in any of the dimensions, the GAT is a self-awareness tool and you are free to ignore any part of the GAT based on your personal belief system.

**If I want to receive counseling before, during, or after taking the GAT, how may I do so?**

If you desire immediate assistance, please [click here](#) and follow the instructions to speak to a behavioral health counselor. Also, this [same link](#) is provided to you on the bottom of the Results tab while viewing your GAT score.

**May I share my GAT scores with others?**

Yes, you may do so voluntarily. Sharing your GAT scores with a spouse or anyone else is a personal matter. Only you can decide this. To review the supporting HQDA policy letter, [click here](#).

**Can I be compelled to provide my GAT scores to people I don't want to see them?**

No, you cannot be compelled to provide your GAT scores to anyone. To review the supporting HQDA policy letter, [click here](#).

**Will my GAT scores and feedback have any impact on my service member's career?**

No, your GAT scores and feedback will not have an impact on your service member's career. As with the GAT for Soldiers, [Army policy](#) states that personally identifiable GAT scores cannot be shared with anyone other than the person who completed the GAT.

**My commander wants a rollup of GAT scores for the company (battalion, brigade) so he/she can allocate resources towards making the unit more resilient. Can he / she have this information?**

No, your commander cannot have this information. The GAT is not a command surveillance tool. To review the supporting HQDA policy letter, [click here](#).

**May my commander at least track who has and has not completed the GAT? If so, how?**

Yes, your commander or designated representative may request access to completion reports that provide a roster of everyone who has and has not completed the GAT in the last year. This information is tracked by Unit Identification Code, so you may need to build a Task Force Report that requires you in input "child" or "progeny" UICs that are subordinate to your "command-level" UIC. For instructions on how to get access to the completion reports, [click here](#).

**Is the GAT connected to the Army Career Tracker?**

Yes, GAT completion dates are reported to the Army Career Tracker. CSF2 coordinated including the GAT completion data in the Army Career Tracker's initial release in June 2011.

**Is GAT completion tracked in the Digital Training Management System (DTMS)?**

Yes, but there is typically a 5-7 day lag time between when a Soldier completes the GAT and when the status is accurately reflected in DTMS.

**I'm about to PCS. Will my GAT still be valid in my new unit?**

Yes.

**After taking the GAT, there were a few Comprehensive Resilience Modules (CRM) I was prompted to take. Are these modules mandatory to take?**

Not at the present time, however it is highly suggested the modules be completed. Incentives for Soldiers to complete these modules can be offered. Commanders of O-5/O-6 level TDA and TOE units can direct their Soldiers to take recommended CRMs.

**About Resilience Training**

**My unit is deploying soon and needs to complete the required pre-deployment resilience training. What training meets this requirement and does the training have to be conducted by an MRT?**

The resilience pre-deployment training required by FORSCOM/First Army can be found at the following [location](#). It is mandatory for the training to be conducted by a certified MRT.

**My unit has just returned from a deployment. Is there any resilience training my unit needs to complete?**

The resilience post deployment training is voluntary and can be found at the following [location](#).

**My unit/command has been approached by a company seeking to sell us a resilience program of instruction. What should I tell my unit's key stakeholders regarding this solicitation?**

Comprehensive Soldier & Family Fitness is the only HQDA sanctioned resilience program. CSF2 is peer-reviewed and is based on the research conducted by UPENN over the last 20 years.

### **About Master Resilience Training**

#### **What are Master Resilience Trainers (MRTs)?**

MRTs are Soldiers and Department of the Army Civilians who are graduates of the 10 day MRT-C course taught at the University of Pennsylvania, Leadership Development Division (LDD) at Ft. Jackson, Ft. McCoy, Ft. Custer or by the Mobile Training Teams (MTT). MRTs:

- Live the skills they have been taught
- Use the skills during formal and informal counseling
- Teach the skills
  - With periodic structured courses on unit training calendars
  - Teach Deployment Cycle Resilience Training (Sustainment) modules based on rotation schedules
  - Instruct resilience training in selected TRADOC courses
- Serve as Commander's advisor regarding total fitness and resilience training related issues
- Know when to refer Soldiers for professional counseling to behavioral health providers, chaplains or other appropriate resources

#### **What are the levels of Master Resilience Trainers?**

Master Resilience Trainer (MRT) - Attend 10 day course. Primary supervisor of Soldiers.

MRT Facilitator (MRT-F) - MRT trained; additional 5 day training course. Facilitate MRT course breakout group training.

MRT Trainer (MRT-API) - MRT-F trained; additional 5 day training course. Leader MRT course breakout group training.

MRT Primary Instructor (MRT-PI) - MRT-PI trained; Primary MRT course Instructor/Director. Requires PhD in Psychology/Social Work.

NOTE: The only levels you need to be concerned with are the Master Resilience Trainers. Facilitators, Trainers, and Primary Instructors apply to Soldiers who teach at the MRT-C course at University of Pennsylvania and Leadership Development Division (LDD). A small number of Soldiers will be asked to instruct at Institutional locations. MRT-C training qualifies MRTs to teach other Soldiers at their units and to train RTAs.

### **Where/When are Master Resilience Trainer courses held?**

The MRT courses are held in Philadelphia, PA (Sheraton University City Hotel), Leadership Development Division (LDD) at Fort Jackson, SC, at the Fort McCoy MRT Training Center at Fort McCoy, WI and via Mobile Training Teams (MTT). All courses (with dates) are listed in Army Training Requirements & Resources System (ATRRS), under school codes 145, 805V, and 1023, respectively. NOTE: The Fort McCoy course is open only to Reserve Component Soldiers.

### **Who should be selected to attend the Master Resilience Trainer course?**

This is a unit commander decision. The ideal Soldier, first and foremost, is a volunteer. Do not select Soldiers who are pending transfer or have less than three years of retainability. Soldiers who should not be selected are Chaplains, Chaplain Assistants, and Behavioral Health of MRT Eligibility and Selection.

The primary grade of Soldiers that should attend the MRT course are:

- 1) Non-Commissioned Officers, in the grade of E-6 to E-8 (E-5 promotable by exception);
- 2) Warrant Officers, in the grade of W-1 to W-4; and
- 3) Commissioned Officers, in the grade of O-1 to O-4.

Candidates should possess excellent communication and presentation skills, present a healthy and fit appearance, meet the standards of AR 600-9, have a valid APFT within the last 6 months, exercise effective coping mechanisms, and display the traits of resilience. They should be an informal leader, have a good rapport with others, be extroverted, have mental agility, and be an optimistic thinker.

**What is needed to attend a Master Resilience Training course?**

- Valid APFT card
- DA form 5500/5501 (Body Fat Worksheet)
- Government travel card
- Soldiers must complete the Global Assessment Tool (GAT)
- Complete the UPENN [VIA Survey of Character Strengths](#). You must register an account before you can take the survey.

**Is there an Additional Skill Identifier (ASI) associated with MRT training?**

ALARACT 097/2010 Comprehensive Soldier & Family Fitness Execution Order authorized the creation and award of an ASI for MRTs. The "8R" ASI is authorized for Soldiers completing the MRT-C (Level I) Course. Soldiers graduating from the course are provided a certificate as proof of completion. Please be advised, some Soldiers returning from the course must submit a DA Form 4187 requesting the award of the ASI; this allows the Army to track the number of trained MRTs in the force. ARNG must update their records individually via their local S1.

**Do RTAs qualify for the ASI?**

No.

**How do I volunteer for Master Resilience Training and how do I know how many quotas my command has?**

Soldiers interested in attending MRT training should notify their chain of command of their interest. Units desiring to send Soldiers to MRT training should check with their Command Resilience Point of Contact. MACOMS and most Direct Report Units of the Army receive a certain number of quotas which are sub-allocated to the subordinate units and entities of their command. Units should not input ATRRS reservations without the knowledge and concurrence of their Command resilience coordinator.

**I am a Soldier with a confirmed reservation for the MRT course. How do I find more information on the course such as the scope and reporting details?**

All information on the course can be obtained in ATRRS under School Codes 145, 805V, or 1023 under Course Description.

**Who pays for MRT Training?**

- Active Duty Army will use MTSA funds
- US Army Reserve and Army National Guard will use unit/state appropriated funds
- Funding for other branch services will be provided by the respective branch
- Department of the Army Civilians are currently centrally funded and will receive a Line of Accounting (LOA) from DAMO- CSFF

EFFECTIVE 01 OCTOBER 2012 COMPREHENSIVE SOLDIER & FAMILY FITNESS WILL NO LONGER PROVIDE FUNDING FOR DA CIVILIANS NOT ASSOCIATED WITH ARMY COMMUNITY SERVICE (ACS).

**Are there any MRT Mobile Training Teams available for my command?**

Commands and garrisons interested in scheduling an MTT should contact CSF2. NOTE: All MTTs have been allocated for FY 13.

**What is an RTA?**

An RTA is a Resilience Training Assistant. RTAs are those who have received the entire resilience training block established by UPENN/CSF2 and who then are able to assist certified MRTs in teaching resilience. RTA training will be taught by a certified 8R MRT and consist of the 24 hour block of MRT core competencies (Modules 1 through 4). CSF2 recommends that the 24 hour block of instruction be taught over a 3-4 day period.

**Who can be selected to be an RTA?**

RTA candidates need to meet the same standards as Master Resilience Trainers.

Soldiers and Civilians who are in good standing and demonstrate personal and emotional commitment to resilience training should be selected for RTA instruction. Soldiers who are graduates of the Total Army Instructor Trainer Course (TAITC) or the Army Basic Instructor Course (ABIC) should be given priority. RTAs will receive a CSF2 approved certificate of completion for RTA training but are not authorized the 8R ASI or points toward promotion. Completion of the RTA training should be documented in the Digital Training Management System (DTMS).

**At what level should I have RTAs?**

It is recommended RTAs should be at the company level and below with the ultimate goal of having one per platoon.

**I am a Reserve Soldier. Who is my point of contact for questions regarding the Reserve Component?**

Please contact [MSG Mark S. Young](#).

**Can I contact CSF2 directly regarding MRT training?**

Yes, you may contact CSF2 using the following email address. [usarmy.pentagon.hqda-dcs-g-3-5-7.list.dcs-g357-resilience-trng@mail.mil](mailto:usarmy.pentagon.hqda-dcs-g-3-5-7.list.dcs-g357-resilience-trng@mail.mil)

**ARNG Specific Questions****How do I know how many quotas my state has?**

Units desiring to send Soldiers to MRT training should check with their State Resilience Coordinator. Units should not input ATRRS reservations without the knowledge and concurrence of their state resilience coordinator.

How many ARNG MRTs is my state required to have?

### ARMY MRT REQUIREMENTS

(IAW CSF EXORD 192/2010)

Army Organization	Army Allocation Model / Unit	Comparable ARNG Organization	ARNG Allocation Model / Unit	Units	ARNG Total Requirement
DIVISION	0	JFHQ	1	54	54
BRIGADE	3	BRIGADE (O-6 and higher MTO&E Commands)	1	151	151
		BRIGADE (O-6 Troop Commands and other O-6 TDA Commands)	1	120	120
		BRIGADE (Garrison and Training Center Commands)	1	31	31
BATTALION	1	BATTALION (O-5 MTO&E Commands)	1	515	515
		BATTALION (R&R BNs)	1	54	54
		BATTALION (O-5 Troop Commands, CST, and Garrison/ Training Center Commands)	1	189	189
STAND-ALONE SECTION, PLATOON, COMPANY	1 MRT for every 4 sections, platoons, companies	STAND-ALONE SECTION, PLATOON, COMPANY	1	1928	1928
ARMY COMMUNITY SERVICE	2	FAMILY ASSISTANCE CENTERS (FACS)	2	54	108
ARMY NCOA	2	ARNG NCOA (captured within the RTI Calculations)	0	6	0
ARMY IET/AIT	25%	ARNG RECRUIT SUSTAINMENT PROGRAM	25%	740	185
NTC/JRTC/CMTC	1	ARNG POWER PROJECTION PLATFORMS	1	3	3
ARMY BRANCH SCHOOLS	2	REGIONAL TRAINING INSTITUTE (RTI) Brigades	1	62	62
		RTI Battalions	1	130	130
ARMY SMA/CGSC/AWC	2	PROFESSIONAL EDUCATION CENTER (PEC)	2	1	2
TOTAL REQUIREMENT					3,532

Who pays for Soldiers to attend the course?

The Army National Guard sends money to the states to cover the pay & allowances as well as the travel costs for the course.

**Are there any MRT Mobile Training Teams available for my state?**

Not at the present time. All MTTs currently support active component units. There are plans to create ARNG specific MTTs with tentative fielding set for 2nd Quarter of 2013. Any ARNG MTT established will be open to Soldiers from all states and will not be for the sole benefit of the host state.

**How many hours of resilience training is my unit required to conduct?**

With the implementation of the CSFF EXORD and the ARNG Annex, the Army National Guard training requirement will be 2 hours per quarter.

**I am an Army National Guard Family Readiness Group (FRG) leader and I want to include resilience training in my monthly meetings. How do I go about this?**

FRGs play an important role in Family & Soldier Resilience. Families must have the coping skills to rely on while their spouses or other family members are away performing their military duties. FRG Leaders desiring to include resilience training should coordinate with their Battalion or Brigade MRT. If the unit does not have an MRT, the FRG Leader should request a trainer from the State Resilience Coordinator. In addition, Family Readiness Support Assistants and FAC coordinators are being trained as Master Resilience Trainers to provide training to FRG's and family members. Coordinate with your state resilience coordinator for training availability.

**What AOID does the State Quota Source Manager send the ATRRS application to for approval?**

The correct AOID is NB 012.

**How do I get the Line of Accounting (LOA) for my DTS travel order?**

Your state resilience coordinator.

**Can I contact DA CSF2 directly to coordinate my class or DTS information?**

No, only personnel from ARNG HRS-R will contact DA for all matters associated with Comprehensive Soldier & Family Fitness and the MRT Courses.